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Agreed conclusions 1996/3. Child and dependant care, including sharing of work and family responsibilities\*

1. Questions relating to child and dependant care, to sharing of family tasks and responsibilities and to unremunerated work must be taken fully into account in mainstreaming a gender perspective, in gender analysis and in all other relevant methodologies used to promote equality between men and women.
2. The main lines of action suggested in order to reduce the burden of family responsibilities on women and bring about the sharing of these responsibilities are set out below.

A. Recognizing change

3. Economic, social and demographic changes - particularly the growing participation of women in economic and social life, the evolving nature of family structures, the feminization of poverty and the link that exists with unremunerated work - and their impact on the capacity of families to ensure the care of children and dependants, as well as the sharing of family responsibilities, including for domestic work, is an issue that affects not only women but society as a whole.
4. As was emphasized in the first plans and strategies drawn up at the national level for the implementation of the Beijing Platform for Action, the sharing of family responsibilities and their reconciliation with professional life must constitute a priority objective.

B. Increasing the role of men in family responsibilities

5. Family responsibilities rest equally with men and with women. Greater participation of men in family responsibilities, including domestic work and
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C. Changing attitudes and stereotypes

(g) Ratify and accede to and ensure implementation of the Convention on the Elimination of All Forms of Discrimination against Women so that universal ratification can be achieved by the year 2000;

(h) Ensure the application of laws and guidelines and encourage the adoption of voluntary codes of conduct which guarantee that international labour standards, such as International Labour Organization Convention No. 100 on equality of remuneration of men and women for equal work or work of equal value, apply equally to working women and working men;

(i) Encourage the participation of women in bodies responsible for negotiating working conditions. In this respect, it is interesting to note the relationship that exists between the proportion of women participating in negotiations on working conditions and the importance attached to this problem;

(j) Encourage social security regimes to take into account the time spent by working men and women on child and dependant care.

E. Adopting and promoting a family support policy and encouraging reconciliation of family and professional life for women and men

13. It is essential to define, at the national, regional and local levels, a family support policy that is based on the principle of equal sharing of family responsibilities and is consistent with the policies for promoting equality in the labour market and protecting the rights of the child. Particular attention should be paid to single-parent families. There is a need, where necessary, to revise legislation so that women are no longer defined as "minors" and/or dependants and to ensure that they enjoy the same access to resources as men.

14. The State and society at large have a responsibility for child and dependant care. This responsibility is reflected in the adoption of an integrated approach at the local and national levels in order to ensure access to af-12c41,I) oa.Nlervicolicies for the r0(women)-600(and)\*+¼[(dependcess)]TJ±¼T)-600(part.

#### F. Developing research and information exchange

18. Research could be conducted drawing on the capabilities of the various United Nations organizations, particularly in the following areas, when compatible with the system-wide medium-term plan for the advancement of women, 1996-2001;

(a) Changes in the situation and attitudes of men and women with regard to the reconciliation of family and professional life and the sharing of family responsibilities - in particular, a study should be conducted in the context of sub-Saharan Africa;

(b) Compilation of data on the unremunerated work which is already taken into account in the System of National Accounts, 10/ for example in agriculture and other types of non-mercantile production activity;

(c) Collection and exchange of information on the different systems that exist for alimony payments;

(d) Unremunerated work which addresses the measuring and value of this work, within the framework of the implementation of the Platform for Action;

(e) Time-use surveys of unremunerated work of women and men, with a view to measuring its impact on the use and monitoring of economic and social policies.

#### G. Promoting change through international cooperation

19. The Commission on the Status of Women recommends to the Economic and Social Council that all the strategies and policies of the United Nations and of Member States designed to promote gender equality should take fully into account child and dependant care, sharing of family work and responsibilities between men and women, and unremunerated work, as integral parts of the concept of equality between men and women.

20. The Commission on the Status of Women recommends to the Economic and Social Council that the suggestions set out above be taken into account in defining the policies of the United Nations system, as well as those of Member States.

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10/ United Nations publication, Sales No. E.94.XVII.4.